



Title: I, Payroll/Personnel Manual

Chapter:

Bulletin: Title I, 05-8, Change in Special Rate Tables

Date: May 18, 2005

To: Holders of the Payroll/Personnel Manual
Personnel User Groups
Personnel Offices

The Office of Personnel Management (OPM) has revised a number of special rate tables under 5 U.S.C. 5305, as a result of the amendments made by section 301 of the Federal Workforce Flexibility Act of 2004 (Public Law 108-411, dated October 30, 2004). These special rate table changes were effective on May 1, 2005.

This bulletin provides users of the National Finance Center (NFC) Payroll/Personnel System with the following information about the revised special rate tables and the related processing requirements.

Termination of Special Rate Tables

Under 5 U.S.C. 5305(h), an employee's entitlement to a special rate is terminated if the employee is entitled to a higher rate of basic pay, **such as a locality rate under 5 U.S.C. 5304**. If the locality rates of pay were higher than the special rates at all grades and steps, OPM terminated the special rate table. As a result, 103 special rate tables (see attachment) were terminated effective April 30, 2005.

Revised Special Rate Tables

In addition, certain grades and/or steps were deleted from other special rate tables if the locality pay was higher than the corresponding special rate for that grade and/or step. For some special rate tables with worldwide, nationwide, or locality pay area coverages, certain geographic areas or locality pay areas were removed from coverage because the locality rates in those areas were higher than the special rates. OPM has revised a total of 217 special rate tables and reissued them effective May 1, 2005. A complete list of the current special rate tables may be found on OPM's Web site at <http://www.opm.gov/oca/payrates/index.asp>.

Note: The termination of these special rates will not result in a loss in pay for any covered employees, since all affected employees will continue to receive the higher locality rate to which they are entitled.

Actions Processed By NFC in Pay Period 10, 2005

In order to comply with Compensation Policy Memorandum (CPM) 2005-06, Changes in Special Rate Schedules, dated April 25, 2005, NFC will process the following actions on employees that are no longer entitled to a special rate (i.e., Pay Rate Determinant Code **5**, Special and Superior Qualifications Rates, or **6**, Special Rate, and currently receiving locality pay) at a department/agency's request:

- a change to the employee's individual position in the Position Management System (PMSO) to remove the pay table code.
- a personnel action displaying the following:
 - Nature of Action Code (NOAC): **894**, Pay Adjustment
 - Authority Code: **ZLM**
 - Other Legal Authority: **P.L. 108-411, Sec. 301**
 - Effective Date: **May 1, 2005**
 - Authentication Date: **April 25, 2005**
 - Pay Rate Determinant Code: **0** (zero)
 - Basic Pay: **New Non-Special Rate** (2005 General Schedule (GS) rate)*
 - Locality Adjustment: **New Locality Adjustment** (system generated)
 - Adjusted Salary: **Current Adjusted Salary** (system generated)
 - Remarks Code: **742**, Effective May 1, 2005, under 5 U.S.C. 5305(h), an employee's entitlement to a special rate is eliminated if the employee is entitled to a higher locality rate of pay under 5 U.S.C. 5304. Since your locality rate of pay is higher than your special rate, you are no longer entitled to a special rate. The termination of your special rate will not result in a loss of pay. Block 20A reflects your new general schedule rate of pay. Block 20B shows your new locality adjustment. Block 20C, Adjusted Basic Pay, is not changed by this action. Changes Pay Rate Determinant Code in Block 29 to 0.

*For Law Enforcement Officer (LEO) employees at grades GS-3 through GS-10, the Basic Pay will display **New Non-Special Rate** (2005 Table 0491 rate). These actions will also display Remarks Code **743**, Effective May 1, 2005, under 5 U.S.C. 5305(h), an employee's entitlement to a special rate is eliminated if the employee is entitled to a higher locality rate of pay under 5 U.S.C. 5304. Since your locality rate of pay is higher than your special rate, you are no longer entitled to a special rate. The termination of your special rate will not result in a loss of pay. Block 20A reflects your new rate of basic pay under Table 0491 for LEO's. Block 20B shows your new locality adjustment. Block 20C, Adjusted Basic Pay, is not changed by this action.

System-Generated Within-Grade Increase (WGI)

Some employees whose special rates terminated April 30, 2005, were entitled to a WGI on May 1, 2005. The Bi-Weekly Examination Analysis and Reporting System (BEAR) generated the WGI personnel actions (NOAC 893) in Pay Period 09 for these employees. However, the WGI personnel action fell into **suspense** because the special salary rate was no longer valid. The NOAC 894/ZLM personnel action removing the employee from the special rate table and the removal of the pay table from PMSO must be processed before the NOAC 893 can be processed. The NOAC 893 must be processed with a later authentication date than the NOAC 894/ZLM.

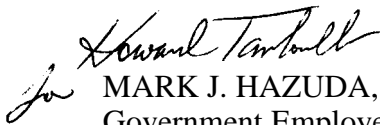
Actions Not Processed By NFC in Pay Period 10, 2005

NFC will not automatically generate the above actions for those departments/agencies that have notified NFC that they will process their own actions.

Note: If a department/agency decides that they want NFC to generate their actions at a later date, a reimbursable agreement will be required for the cost of generating these actions.

Inquiries

For questions about NFC processing, contact the Payroll Operations Branch at **504-255-4630** . For questions about policy/regulations, contact your Agriculture Payroll/Personnel User Group (AGPUG) representative or Committee for Agriculture Payroll/Personnel System (CAPPS) representative. Please refer questions about system access and other system-related issues to Customer Support at **504-255-5230** or via e-mail at *customer.support@usda.gov*.



MARK J. HAZUDA, Director
Government Employees Services Division

Attachment

Terminated Special Rate Tables

The following Special Rate Tables were terminated by OPM effective April 30, 2005:

Special Rate Table	Corresponding Locality Pay Area
0003	2005-New York, NY
0017	2005-Dallas/Fort Worth, TX
0018	2005-Rest of the United States (RUS), portions of the United States not located within another pay locality area
0033	2005-Boston, MA
0034	2005-RUS
0035	2005-RUS
0036	2005-New York City, NY
0037	2005-Hartford, CT, 2005-New York City, New York
0064	2005-Washington, DC/Baltimore, MD
0110	2005-New York, NY
0114	2005-New York, NY
0119	2005-Chicago, IL
0121	2005-Hartford, MA
0125	2005-Minneapolis/St. Paul, MN
0132	2005-New York, NY
0136	2005-New York, NY
0148	2005-Multi
0154	2005-New York, NY
0160	2005-New York, NY
0161	2005-New York, NY
0165	2005-San Francisco, CA
0166	2005-Los Angeles, CA
0175	2005-San Francisco, CA
0177	2005-RUS
0191	2005-Washington, DC/Baltimore, MD
0194	2005-Los Angeles, CA
0199	2005-San Francisco, CA
0216	2005-Washington, DC/Baltimore, MD, 2005-RUS
0219	2005-Detroit, MI
0226	2005-New York, NY
0228	2005-Boston, MA
0234	2005-RUS
0237	2005-San Francisco, CA
0253	2005-San Francisco, CA

Special Rate Table	Corresponding Locality Pay Area
0254	2005-Chicago, IL
0255	2005-New York, NY
0257	2005-Boston, MA
0263	2005-Chicago, IL
0265	2005-Los Angeles, CA
0266	2005-Los Angeles, CA
0267	2005-New York, NY
0268	2005-San Francisco, CA
0272	2005-New York, NY
0273	2005-Atlanta, GA
0274	2005-San Francisco, CA
0279	2005-Philadelphia, PA
0284	2005-New York, NY
0285	2005-New York, NY
0298	2005-New York, NY
0307	2005-San Francisco, CA
0308	2005-Seattle, WA
0309	2005-Boston, MA, 2005-Hartford, CT
0313	2005-Washington, DC/Baltimore, MD
0317	2005-RUS
0321	2005-RUS
0325	2005-RUS
0326	2005-RUS
0327	2005-New York, NY
0330	2005-New York, NY
0331	2005-Chicago, IL
0333	2005-San Diego, CA
0335	2005-San Francisco, CA
0342	2005-Washington, DC/Baltimore, MD
0344	2005-RUS
0347	2005-Washington, DC/Baltimore, MD
0356	2005-New York, NY
0359	2005-Chicago, IL
0361	2005-RUS
0364	2005-New York, NY
0367	2005-Chicago, IL
0373	2005-New York, NY
0374	2005-Los Angeles, CA
0388	2005-Los Angeles, CA

Special Rate Table	Corresponding Locality Pay Area
0393	2005-San Francisco, CA
0395	2005-San Francisco, CA
0396	2005-Los Angeles, CA
0403	2005-New York, NY
0406	2005-Washington, DC/Baltimore, MD
0411	2005-New York, NY
0436	2005-San Francisco, CA
0437	2005-San Francisco, CA
0439	2005-Atlanta, GA
0445	2005-New York, NY
0460	2005-Miami/Fort Lauderdale, FL
0461	2005-Chicago, IL
0475	2005-RUS
0483	2005-Detroit, MI
0489	2005-Boston, MA
0500	2005-RUS
0503	2005-RUS
0508	2005-Los Angeles, CA
0525	2005-Los Angeles, CA
0544	2005-Boston, MA
0545	2005-New York, NY
0547	2005-Chicago, IL
0548	2005-Boston, MA
0549	2005-New York, NY
0550	2005-New York, NY
0551	2005-Los Angeles, CA
0553	2005-Chicago, IL
0554	2005-Los Angeles, CA
0555	2005-New York, NY
0904	2005-New York, NY